



AFFORDABLE HOUSING AND THE IMPACT ON TEACHERS

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TRENDS

- *Annual student enrollment growth has averaged 2.5% per year for the last several years = 500 students, this trend is expected to continue through the next several years*
- *In 2015 BSD hired 213 teachers new to the District*
- *Estimated hiring will require 150-200 new teachers per year for the next five years*
- *BSD had a first year turnover rate for new teachers of 23% from 2009-2014*



TEACHER TURNOVER FIRST YEAR TEACHER

- *Cost of housing – finding affordable housing for a new teacher is extremely difficult – Starting teacher salary for 2016 is just above \$48,000.*
- *Monthly gross income is \$4,000.*
- *If a teacher is spending more than half their monthly gross on housing costs....*
- *Cheaper housing may be farther away....*



EXPERIENCED TEACHERS WHO LEAVE BSD

- *Difficulty finding housing in Bellevue, outbid in housing bidding wars*
- *The ten mile rule – living more than ten miles from work has exponential impact on quality of life due to commute*
- *“I got a job ten minutes from my house, where before it would take at least an hour for my commute.”*
- *Diversifying the workforce to be more aligned with our students and families means there needs to be a cultural community for teachers, not just a professional community*



AND NOW WHAT?

- *Build community partnerships to look at solutions*
- *Examine hiring incentives – student loan forgiveness*
- *Do group hiring – especially for teachers from out of the area*
- *Provide competitive compensation and address quality of life issues that are important*
- *Connect employees to cultural opportunities within the community*



THANK-YOU!

